



NEWSLETTER

January/February, 1988

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Executive Members

President	George McGuire
Faculty VP	Tom Davis
Staff VP	Mary Saunders
Treasurer	Maureen McNie
Recording Sec.	Paul Hernan
Grievance Chair	Dave Allen
JCAC Chair	Varlene McLeod
Contract Chair	Bob Smith
Agreements Chair	Virginia Cooke
PD Chair	Betty Harris
Corresponding Sec.....	Sue Clifton
Communications Chair ..	Mary Phelps
Past President	Kevin Busawood

Schedule of Executive Meetings

Abbotsford, Room A307 at 3:00 pm

Sept. 16/87	
Oct. 7/87	
Nov. 4/87	
Dec. 9/87	
Jan. 20/88	
Feb. 17/88	
Mar. 16/88	
Apr. 13/88	
May 11/88	(AGM-tentative)
June 8/88	

FROM THE EDITOR . . .

Herewith, a January-February issue of the Newsletter. We hope you noticed the long period between December's and this and, being hungry for news of the FSA's activities, will read on voraciously.

If there was insufficient material to justify a solo January Newsletter, then this current one will more than compensate for the deficiency. There are lots of reports and brief minutes containing information about a number of important issues, some of which are highlighted in the President's Report.

Another which must be noted here is the negotiating process currently underway between the Association and the F.V.C. Board. This is a large task. Preliminary discussions are underway; more detailed and intensive ones will be ongoing over the next two or three months. Bob Smith and other members of the Contract Committee (Judy Inouye, Doug Hudson, Gordon Von Hollen, Sybille StegmueLLer, Jill Vike, Mary Saunders and Tom Davis) are working hard on our behalf and deserve all the interest and support we can offer them. If you have questions, contact Bob. Meanwhile, give some thought to the bargaining items noted in his memo of February 3rd, 1988 and return your considered comments to him, as requested.

Another area of concern is the Ministry's Proposal for Access to Student Data via the Link File. To learn more about this, please read the Faculty Vice-President's CAC Report on page 7.

And lots more...

Someone else will be taking over the Newsletter responsibilities next month. Working with other FSA executive members has been an enlightening and enjoyable experience. Thanks to these people, and to Kathy Gowdrige in particular, for their cooperation.

Kathy continues to be in the FSA office on Monday, Wednesday and Thursday mornings, at Local 313, and will be happy to assist you in any way she can.

Best wishes to you all.

Mary Phelps
February, 1988

FSA PRESIDENT'S REPORT . . .

Just a very short note to inform you that, contrary to rumours, the FSA Executive is still functioning. Please read the CIEA Newsletter for information on the labour dispute at Douglas College and the IRC denial of English Language Institute Sessional Instructors Association (ELISIA) request for union certification.

At the December Board meeting I asked the Chairman of the Board, Mr. John Wiens, to see if the Minister of Advanced Education and Job Training, Mr. Stan Hagen, would be willing to take some time out of his busy schedule during his visit to our College to meet with the FSA. The meeting was arranged by Mr. Wiens and on the 8th of January Kevin Busswood, Betty Harris, and I did meet with the Minister.

The FSA placed in the Minister's hands a document outlining some of our Association's past, present, and future educational concerns. A frank and amicable discussion ensued. I would like to report that this Minister made a favorable impression on me; he was very positive about the educational roles that colleges have and will have to play in the provision of educational services in the province.

I would like to take this opportunity to publicly thank the Minister for meeting with the FSA and also for expressing his support of the faculty and staff at our college. By the way, if you wish to read the Union's submission to the Minister, you will find it immediately following in this Newsletter.

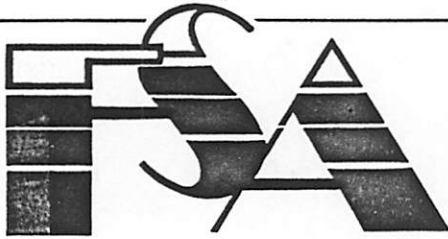
The Executive has already held 10 meetings this year, and are at present considering a number of issues: the IRC boycott and what role our Association should be taking in this boycott; the negotiations; the reorganization plans of the new President; the review by the JCAC of the job classification scheme; the strategies that can be adopted to bring the part-time employees into our bargaining unit; and, of course, the everyday housekeeping items. To acquaint yourself with these issues and our concerns, I urge you to read the minutes of our Executive meetings.

I would like to request that members contact me if they have concerns, about any or all of the above issues. The membership is especially encouraged to write the President of the College, Dr. Peter Jones; Kevin Busswood (faculty MAC rep.); or myself (FSA MAC rep) outlining your concerns about the new reorganization plan put forth by Dr. Jones.

FSA elections are rapidly approaching, and this is a reminder that candidates will be needed for the following positions: President, Faculty Vice-President, Staff Vice-President, Second Staff Vice-President, Second Faculty Vice-President, Treasurer, Communications Chair, Contract Chair, Professional Development Chair, Agreements Chair, Grievance Chair, Job Classification and Audit Committee, and Grievance Committee Vice-Chairman.

The AGM will be held in the first week in May.

George McGuire
February, 1988



1988 01 05

The Honorable Stan Hagen
Minister of Advanced Education and Job Training
Province of British Columbia

Dear Mr. Hagen:

I am writing on behalf of the faculty and staff of Fraser Valley College to raise certain issues which we believe are central to the College's ability to deliver educational services to the residents of the College region. We take this opportunity because you are visiting the College and will see firsthand that Fraser Valley College is an institution staffed by people who believe that education, and related cultural activities, are central to the well-being and development of this region.

The problems of Fraser Valley College emerge from a complex environment in which Fraser Valley communities are faced with rapid growth, economic diversification, and significant changes in traditional population centres. The BC Regional Index (1986), for example, identifies the Matsqui-Abbotsford area as the fastest growing area in the Lower Mainland Region. Of particular note is the burgeoning population of people under 24 years of age. By the year 2001, the population under 24 will have increased by 100% over 1981. Increases in population, particularly among younger age groups, create growing demands for a variety of educational services.

Growth in the College region is not simply a matter of numbers and age groups. Our diverse economy attracts a variety of ethnic groups. The mosaic of cultures is an ongoing challenge to this institution. All segments of the population come to the College, both for basic literacy skills and for services facilitating entry into the workforce. While meeting a variety of community educational needs, FVC remains committed to the comprehensive college as the most effective tool which British Columbians can use to cope with a changing economy and job market. Many studies have confirmed that people with a solid grounding in literacy and liberal arts and science skills are the best prepared to survive in a rapidly changing economy. Indeed, the unemployment rate drops dramatically for people who acquire some post-secondary education.

The Honorable Stan Hagen
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Despite the great demand for educational services, and despite our excellent record in preparing people for a variety of roles, we now find ourselves in considerable difficulty. Reductions in educational spending have serious consequences for the relationship between the College and its client communities. Certainly, we are not unique in this regard; however, we argue that our particular circumstances of growth and diversity place unusual strain on Fraser Valley College's ability to do its job.

During the last semester in 1987 we were unable to accommodate some 1200 course requests. Of these, alternatives were found for 800, but 400 requests could not be met at all. This number does not include the large number of people who, confronted by long registration lines and the knowledge of full sections, simply gave up and left. It must also be borne in mind that students applying to FVC have no alternative institution, as many students in the Lower Mainland do.

When you consider last semester's experience against the knowledge of our growing population, I think you will agree that we are not overstating our need to be able to offer more sections. Most of the sections that are offered are filled to and beyond capacity. Bulging at the seams, using ageing and obsolete equipment, the job of education becomes doubly difficult.

The 5198 students who populate our campuses not only jam the classrooms, they crowd the library. The Canadian Library Association recommends, based on experience across Canada, that there be one study space for every 25 students. At the present time, considering all College centres, we have one space for every 43 students, with the worst crowding occurring in Chilliwack, where the ratio is one to 54 students.

While we point with pride at our comprehensive curriculum, designed in consultation with community and industry, we must emphasize that there is a bedrock or foundation which is common to all College disciplines and programs. The common concern is with literacy--the ability to read and write to a degree appropriate to the social circumstances of the day. It is increasingly difficult for people who are functionally or otherwise illiterate to survive as independent and self-sufficient people. The demands of citizenship and the job market make a high degree of literacy essential.

The Honorable Stan Hagen
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The Fraser Valley has an 18.8% functional illiteracy rate, the second highest in B.C. Many more, while fulfilling the criteria for functional literacy, are not sufficiently skilled to remain viable members of an increasingly demanding labour force.

All College personnel feel acutely the need to confront the complex problems of literacy. We are contacted by many more people than we can help. For example, in our volunteer tutoring program, potential students are facing a wait of up to one year before being assigned a tutor. Many other programs, including university transfer, are unable to properly address literacy problems because of class size and the lack of appropriate support programs in the College.

Mr. Hagen, we stand before you as people in many different professions and jobs, but who are united in our concern for the viability of our College. We appreciate the difficult job that government has in apportioning scarce resources to competing demands; yet we believe that community colleges like this one are, in their comprehensive structure, an essential part of economic recovery and growth. We all face many changes in an uncertain future. We stand ready to play a part in helping people, both to adapt to the future and to remain self-sufficient. We appeal to you for the resources to continue our jobs.

Thank you for your kind attention to this letter. We are, of course, happy to answer any questions that you might have about any of the issues raised.

Yours sincerely,

George McGuire
President, Faculty and Staff Association

GM/kg

pc: Mr. John Wiens, Chairman of the Board
Dr. Peter Jones, President

FROM THE STAFF VICE PRESIDENT . .

Happy New Year to all our members.

As we settle in to 1988, our thoughts turn to this year's negotiations. It would be timely to review briefly the contract items that staff, at noon-hour meetings, considered to be most prominent.

1. The College pay additional auto insurance for members who use their cars for College business. Considered to be crucial.
2. An increase in the mileage rate. Recognised as necessary.
3. Twenty-five days paid holiday for members with more than 10 years seniority. Popular.
4. A common anniversary date for staff with more then six years seniority, to be used solely for the purpose of allotting any additional increment. THIS IS NOT TO BE USED FOR CALCULATING SENIORITY.
5. An additional incremental step on the salary scale. Popular since it benefits long-term employees now and everyone eventually.
6. Accumulation of unused sick leave towards early retirement. Very popular.

Other items were discussed. For more information about them, please contact me.

Staff meetings are being held in Abbotsford and Chilliwack in order for Varlene MacLeod, JCAC Chairperson, to keep us up-to-date on the JCAC redesign. This process will affect all staff, so it is important that we become informed about the structure of the new Job Classification. I would like to thank Sue Clifton, Corresponding Secretary, for setting these meetings up, distributing notices, etc.

Richard Heyman and I plan to hold noon-hour study sessions about once a fortnight. The purpose of these will be to get to know our own collective agreement and compare it with others in the college system.

Finally, I would urge everyone to read the Faculty Vice-President's report on the proposed change in the policy regarding confidentiality of student records. This is currently being debated at C.A.C.

Mary Saunders
January, 1988

FROM THE FACULTY VICE PRESIDENT .

The AIDS policy will be circulated to the college community for input during the next month. Basically, the policy takes a humane rather than a Draconian approach to a communicable disease.

It should be noted that the two board committees EPC (Education & Policy Committee) and OFC (Operations & Finance Committee) are now joined into a committee of the whole (COW). The Chairman of CAC will continue to attend COW, giving explanations and input regarding CAC.

Change in the Policy concerning the External Program Advisory Committees is as follows:

- (1) faculty members from college departments served by the program have been added to membership,
- (2) that the term of appointment for Advisory Committee membership be three years, renewable once, with continuity of the committee being kept in mind,
- (3) that the Advisory Committee chairperson normally be selected from those members of the committee external to the college.

The Ministry has sent a Proposal for Access to Student Data. The proposal asks for all data recorded in the computer, including names and addresses, for the last seven years. This was to establish a link file with similar information coming from other colleges.

The link file project involves the development of a data base of individual student records from British Columbia secondary schools, colleges, institutes, and universities. This file is an information resource which may be drawn upon only by contributing institutions as well as by the Ministries of Education and Advanced Education and Job Training. A major function of the file is to provide a clearer picture of student flow through the educational system as a whole. Clearly, the link file will also create the potential for a wide variety of other worthwhile statistical reports and research studies.

It is just as clear, however, that care must be taken to ensure that the confidentiality of student records is maintained and that information released from this file is not misused. The ultimate responsibility for the confidentiality and integrity of the data will lie with the Ministry of Advanced Education and Job Training. The following general safeguards are proposed to ensure proper use of the data.

First, that the Ministry contract with an external agency to act as custodian of the data file. In the initial year, this contract will be held by B.C. Research. The choice of B.C. Research is based on their ability to provide the necessary technical expertise and on their previous involvement with the participating institutions in matters of this nature.

Second, that use of the file be according to the User Guidelines developed by the Link File Working Group.

Finally, that a Standing User Committee be convened by the Ministry of Advanced Education and Job Training in consultation with the field to review and approve all requests to use data from the link file.

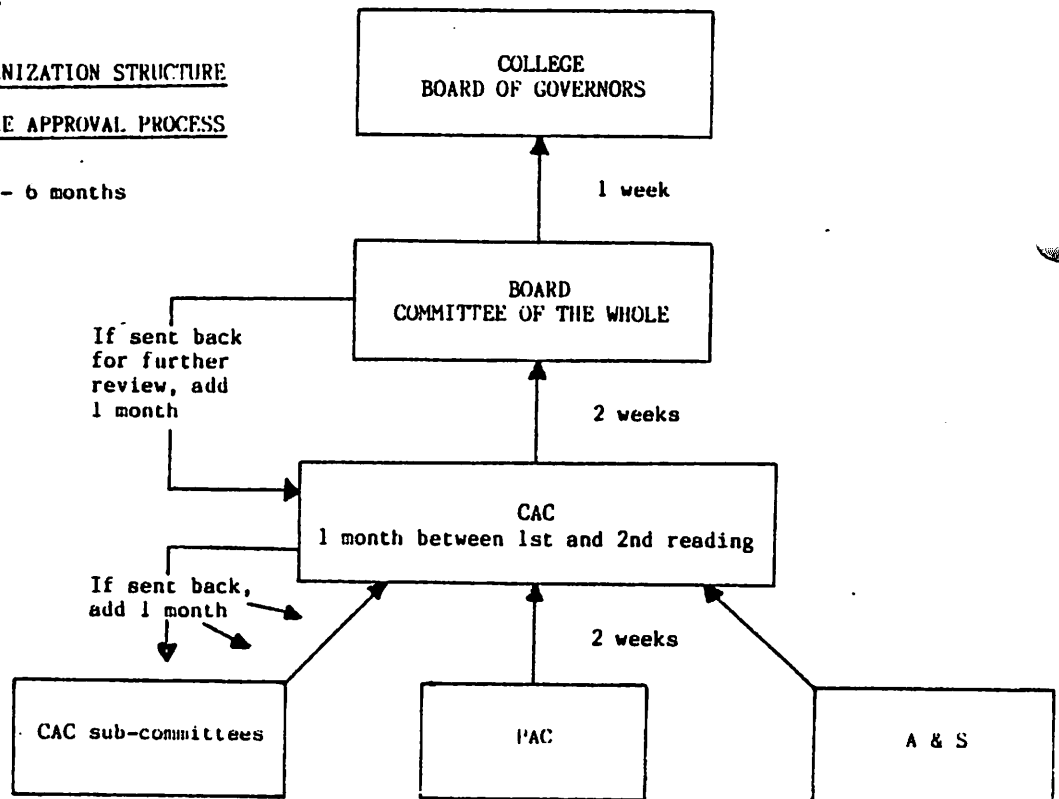
The CAC decided not to give the information to B.C. Research for the last seven years as we have a policy against disclosure. However, starting in September, 1988, all information will be forwarded for the Link file. Students will be appraised of the change as a statement in writing to the Student Council and included in the registration material.

President Jones put forth a proposal for committee restructuring of CAC - PAC. All committees will send proposed policy to CAC. P. Jones envisions for CAC to take an expanded role similar to a faculty senate and with continued representation from staff and administration.

PROPOSED REVISED ORGANIZATION STRUCTURE

ESTIMATED TIME FOR THE APPROVAL PROCESS

TOTAL TIME = 5 - 6 months



2 - 3 months: Generation of new policies, procedures, programmes, etc. }
(6 mo. max?) Revision of existing policies, procedures, programmes, etc. }
at the Committee level

International Education was discussed in depth, with the focus being somewhat skewed because of lack of points of reference due to lack of college involvement. Without some IE being done, it has been difficult to separate the wheat from the chaff. Tim Segger has a well-worded proposal in the CAC minutes.

A reminder -- CAC minutes are posted. Reams of reading are available for your perusal if you want more background information.

Tom Davis
January, 1988

FROM THE GRIEVANCE CHAIR . . .

In the recent past, two FSA members have agreed to settlements with College management regarding vacation entitlements which, through "circumstances," they had been unaware of or unable to schedule for themselves. In each case, a result satisfactory to the employee was finally achieved, so that neither was denied the vacation time or compensation due to her.

If any FVC employee is uncertain as to the length of his or her vacation period, Barry Bompas or Linda Dix can resolve the matter. Anyone whose duties make it impossible to be away from work during assigned vacation times should notify his or her supervisor in writing, requesting instructions from management.

Finally, FSA members should be aware that vacation entitlements don't carry over from one year to the next -- so use them up and enjoy yourself!

Dave Allen
January, 1988

FROM THE P.D. CHAIR . . .

There was an error of fact in the Minutes of the General Meeting of January 27, 1988.

It was stated, on page 2, that "the current P.D. budget is already spent with two and one-half months remaining in the year."

This is not so. The latest reports from the three Divisional Allocation Committees show balances remaining of:

1) Division of Instruction	\$ 15,973.39
2) College Services	6,956.00
3) Student Services	3,971.52

TOTAL	\$ 26,900.91
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The problem which actually exists is not the depletion of P.D. funds at this point in the fiscal year, but the fact that they will probably be fully depleted at the end of the year thereby LEAVING NO MONEY TO BE ROLLED OVER INTO THE EDUCATIONAL LEAVE FUND FOR NEXT YEAR.

We need an entirely different method of funding educational leave at the College because we can no longer depend on having excess funds to roll over from the P.D. accounts at the end of each year.

Please make note of the seminar described on the following two pages and contact me for registration information if you are interested. The FSA will pay for anyone wanting to attend.

Betty Harris
January, 1988

PLEASE CONTACT BETTY HARRIS, P.D. CHAIR, FOR REGISTRATION INFORMATION IF YOU ARE INTERESTED IN THIS SEMINAR. THE FSA WILL PAY FOR ANYONE WANTING TO ATTEND.

College-Institute Educators' Association of B.C.

101 - 545 West 10th Avenue, Vancouver, B.C. V5Z 1K9 / 872-8473

PROFESSIONAL DEVELOPMENT AT YOUR COLLEGE:

STRATEGIES FOR INSTRUCTIONAL DEVELOPMENT

This one-day seminar is designed for faculty who are active or who wish to become active in fostering programs to enhance teaching effectiveness at their own institutions.

PROGRAM

9:00 - 9:30 Late Registration/Coffee

9:30 - 10:45 "Recent Trends in Professional Development"

Presenter: Bill Berquist

The opening session will provide an opportunity to hear Bill Berquist's analysis of recent trends in professional development at post-secondary institutions. Participants will also be encouraged to share information about professional development at their institutions.

Dr. Berquist is President of the Organizational Psychology Program at the Professional School of Psychology in San Francisco. He was also the director of the Centre for Organizational Studies at the Wright Institute in Berkley, California. He has been actively involved for more than 15 years as a consultant to over 300 colleges and universities throughout the United States and Canada in such areas as faculty, curriculum and administrative development, long-term planning, and organizational development.

11:00 - 12:15 "Goals and Objectives for Instructional Development"

Presenter: John Waters

The purpose of this session will be to examine and discuss the "Goals and Objectives for Instructional Development" written by the Instructional Development Advisory Committee. This committee, established by the Council of Principals, recommended that these standards for instructional development be promulgated widely within the college-institute system. Seminar registrants will receive a copy of the "Goals and Objectives" in advance and will be asked to come to the session prepared to discuss the document.

John Waters, an instructor at Kwantlen College and past-President of CIEA, has been a member of the Instructional Development Advisory Committee since its inception in early 1987.

12:15 - 1:30 LUNCH (provided as part of registration fees)

1:30 - 3:00 "Faculty Evaluation for Professional Development:
Its Uses and Abuses"

Presenters: Jan Cioé and Allan Clark

The results of faculty evaluation should, obviously, assist faculty in identifying their needs for professional development. However, the usefulness of evaluation will depend on how it is carried out, on how it is perceived by faculty, and on how others in the institution use the results of evaluation. This session will provide a forum for exploring these issues.

Allan Clark, an instructor at Camosun College, recently completed a "Handbook For Faculty Evaluation and Development" for the Ministry of Advanced Education and Job Training. Allan also serves as the Chairperson of the joint faculty-administration committee on evaluation at Camosun.

Jan Cioé, an instructor at the College of New Caledonia, is presently Chief Steward of the Faculty Association. He has handled a series of grievances involving faculty evaluation and has been called as an expert witness on evaluation procedures.

3:15 - 4:00 "Strategies for Instructional Development"

Facilitator: Bill Berquist

The closing session of this seminar will provide participants with an opportunity to synthesize the day's discussions. What strategies for instructional development do they want to see at their institutions?

REGISTRATION

Participants can register by completing the attached form and returning it with the registration fee of \$25.00 to:

College-Institute Educators' Association
#101 - 545 West 10th Avenue,
Vancouver, B.C. V5Z 1K9

Late registration will be possible at the Sheraton-Plaza 500 from 8:30 to 9:00 a.m. on March 5 prior to the seminar.

Note: The registration fee is waived for the CIEA Professional Development Committee representative (or his/her designate) from each CIEA local.

ACCOMMODATION

CIEA has reserved a block of hotel rooms at the Sheraton-Plaza 500 for use by participants from outside the Lower Mainland. If you wish to be assigned one of these rooms, please reserve through the CIEA office (phone 872-8478) on or before February 29.

BRIEF MINUTES . . .

Executive Meeting, December 2, 1987

1. Employee Pension Funds

CIEA asks college locals to comment on provincial government plans to diversify investments of college employees' pension monies. McGuire indicated to CIEA that the FSA disapproves of high risk investments of pension funds. However, government management of these funds is not subject to our approval.

2. UWU Settlement

McGuire provided copies of the settlement proposal, which he voted against because he believes some provisions are unreasonably generous to CIEA employees.

3. College Settlements

McGuire provided copies of CNC salary settlements. He reported that Douglas College is considering a strike vote.

Smith reported on informal discussion with management about moving toward the provincial mean for salaries. Smith is also trying to move management to greater efforts at obtaining adequate funding for the college.

4. Meeting with Minister of Advanced Education...

It was discussed whether to extend an invitation to the Minister to attend an FSA Executive Meeting during his visit to the college in January. McGuire will confer with Dr. Jones and contact Executive members by memorandum.

5. Management Advisory Council

McGuire has informed Dr. Jones that the FSA will oppose the creation of new, excluded positions through reorganization.

6. Smoking Areas

McGuire reported that the college Board will be asked to create smoking areas on both campuses at a total cost of \$12,000.

7. Gifts

It was agreed to allocate \$25.00 each for gifts for Bertha Dewan and Ellenor Greaves to express the FSA's gratitude for their efforts on behalf of the FSA.

8. Treasurer's Report

McNie reported some FSA members questioned the financial outlays for the Christmas dance. Busswood will report shortly on receipts, etc.

9. Vice-Presidents' Report from CAC

Saunders reported that the college's AIDS policy will soon be released.

For revising the job classification system, there was discussion of using an external auditor. Bompas has obtained a survey of the methods used by some B.C. colleges for classifying staff positions; it is on file in the FSA office. There are also concerns about the costs of the review, the qualifications of an external auditor should one be employed, and whether a joint committee will continue to administer the classification system.

BRIEF MINUTES . . .

Executive Meeting, December 22, 1987

1. Contract Negotiations

January 9, 1988 Executive meeting will be devoted to discussion of contract negotiations.

2. Organizing Non-Regular Employees

Kevin Busswood and Tom Davis reported on their meeting with CIEA, which suggested two options:

1. Our current certification may include all employees of the College. So, we could negotiate for them, applying to the Industrial Relations Council under section 34 to clarify our existing unit description.

The B.C. Federation of Labour boycott of the IRC does not include certification matters.

2. The FSA could apply to the IRC to include non-regular employees in the unit. We would have to define the population of non-regular employees we want to represent, present a rationale for their inclusion in the unit, sign up a majority as members, and hold a certification vote.

CIEA emphasized that the FSA must offer some incentive for non-regular employees to join. Initially, the incentive might be some seniority in applying for future positions, if not increased wages.

Busswood will circulate to the Executive a forthcoming document from CIEA setting out the above options.

Busswood notes that we appear to be operating on the principle that if a person works at the college, that person should have the protection of the collective agreement and have pro-rated wages and benefits. However, such a principle has not been approved by the membership.

3. FSA General Meeting

A General Meeting will be held January 27, 1988, to consider issues about organizing non-regular employees, about the boycott of the IRC, about the CIEA proposals for coordinated bargaining, and about contract negotiations.

The January Newsletter will include the following information:

- options for organizing non-regular employees;
- CIEA's eight recommendations on coordinated bargaining;
- information about contract negotiations.

We will obtain information from CIEA about its expectations of its members regarding the boycott of the IRC. At its January meeting, the Executive will consider how best to inform members about the boycott prior to the January 27 General Meeting.

4. Meeting with the Minister of Advanced Education...

It appears the FSA Executive will have an opportunity to meet with the Minister during his visit to the college on January 8, 1988.

It was agreed that we should use this opportunity to point out to the Minister and the public some special circumstances of Fraser Valley College that are not receiving due recognition by the Ministry. These circumstances include that:

- The Valley is a fast growing area with an increasingly diverse economy. Appropriate Post-secondary educational resources are not being provided due to lack of sufficient capital and operating funding.
- The Valley has great need for literacy programmes due to the number of residents with English as a second language.
- The college is a multi-campus institution attempting to serve widely dispersed populations. The college does not have adequate facilities to do so, e.g., minimal LRC facilities, no gymnasium.
- The college is unable to meet student demand for basic courses required by various programmes.
- High unemployment areas - such as Mission - do not have enough educational resources to educate and retrain its work force.

A submission will be made to the Minister with the submission and a summary of the submission given to the press.

The Executive would also like to hear the concerns of the Minister.

Brief Minutes . . .

Executive Meeting, January 20, 1988

1. Meeting with Minister of Advanced Education...

McGuire, Harris, Busswood met with the Minister for about one hour and gave him a submission from the FSA on FVC needs. The Minister appeared committed to the colleges as comprehensive institutions, including academic programmes. He said he was receptive to suggestions for improvements, and sees himself as the colleges' representative in Cabinet. FSA submission and good stories on meeting appeared in ASM News.

2. Reorganization

McGuire will ask members if they want to discuss this issue in a union meeting.

3. Report on Negotiations

- a. Bargaining training session will be rescheduled. It is open to anyone interested. Contact Bob Smith.
- b. Negotiations begin January 21 with the usual formalities. The same procedural agreement will be used with the addition of a definition of confidential information and a reduction in the size of the negotiating committees to about three per side. There are only a few items to be negotiated and fewer items that should be contentious. Research is being done outside negotiations with joint union/management teams, so fewer resource people are needed in the negotiations room.
- c. Exclusions: It was agreed that matters of inclusion in the bargaining unit - including inclusion of currently non-regular employees and management-requested exclusions - shall be a part of the regular negotiations, and that the college and union presidents may be included in discussions of these items.
- d. Items for Negotiations: It was agreed that a wide range of faculty items should be discussed at the general meeting since response to the faculty poll was so poor.

8. JCAC Job Classification Study

It was emphasized that the external agent hired to do the study must be jointly directed by union and management in order for the results to be acceptable.

There was some concern about lack of communication among members of the FSA Executive about hiring an external agent for the study. It was agreed that Executive members on joint committees should submit to Executive members written reports in advance of Executive meetings; these reports should note items that require Executive's consideration. The FSA President should set the agenda of Executive meetings so that priority is given to items requiring immediate attention.

9. Report from CAC

- a. Mandatory Retirement: In light of recent court decisions, this item is on the CAC agenda.
- b. Executive members should consider the following forthcoming CAC items: Ministry access to FVC data on students, restructuring of college committees, use of external program advisory committees.

10. Report from Agreements Committee

- a. By January 22, Executive members should forward their comments to Cooke on the attached proposed changes to Article 20 that delete any mention of 20 days non-instructional duty time for semester based faculty. Concern was expressed about this deletion. Cooke and Busswood said minutes of the Agreements Committee meeting show that management has no intention to add courses during those 20 days.
- b. Aside from these changes proposed by Agreements Committee, faculty workload will not be an issue in negotiations this year.
- c. Agreements sees merit in IWAC's recommended Option A. It needs further study before deciding to attempt implementing it. The Agreements Committee is writing to the directors requesting that they also report workloads in Option A format in order to have more information. It is also acknowledged that Option A can work only with full faculty support.

11. IRC Boycott

Information from CIEA still leaves some crucial items unclear. It was agreed to leave this item off the general meeting agenda until more information is obtained. Busswood will also consult the FSA lawyer.

12. Coordinated Bargaining

It was agreed to include this item on the general meeting agenda for information and questions.

13. Organizing Non-Regular Employees

It was agreed that this matter shall be handled as part of negotiations.

Next Meeting: ~~General Meeting, January 27, 5:00 p.m.~~
Executive Meeting, February 3

Brief Minutes . . .

Executive Meeting, February 3, 1988

1. IRC Boycott

McGuire will seek further clarification from CIEA about whether FSA members would continue to sit on PAC, MAC, CAC, and Admissions and Standards committees, and about the use of IRC in conducting a strike vote. This matter will then be dealt with at the next Executive meeting with recommendations to the membership at the next general meeting.

2. Executive members attending meeting

McGuire said he will speak to the College President about harassment of Executive members attending meetings. He noted that they are conducting college business.

3. Report on Negotiations

McGuire told the College President that excluded positions should be negotiated through collective bargaining. Busswood suggested at the February 3 MAC meeting that negotiation of exclusions need not be confrontational, and a joint application could then be made to the IRC. Smith agreed to suggest an extension of the deadline for submission of negotiations items. It was noted that until the proposed exclusions are agreed upon, hiring for these positions must be done according to the procedures in the collective agreement.

Inclusion in the bargaining unit of currently non-regular employees was discussed further.

Smith noted additional items not mentioned at the January 27 general meeting, including the Agreements Committee recommendation on faculty workload, the inappropriateness of the 35-hour work week for lab assistants, initial appointment procedures, and other items for clarification.

It was agreed that staff workload (including length of the work week for lab assistants and similar staff) be put on the list of FSA negotiating items pending further review by the Executive and that Smith circulate to all FSA members for comment a complete list of all FSA items for negotiation.

4. Report from CAC

Davis and Saunders reported a Ministry proposal to garner information on students from all colleges and universities in order to track students by name through their career and so to produce 'hard data' about the 'success' of various education programmes. The proposal contravenes current FVC policy that such information about students be provided only with the student's consent. The seven-member Standing User Committee to oversee use of the file contains no student or faculty representative. In addition, the Ministry plans to contract

out this research so that the information will end up 'privatized.' The following two motions were passed:

that the FSA representatives on CAC introduce a motion at CAC that the Standing User Committee shall include a student representative, a representative of university faculty, and a representative of colleges and institutes faculty.

that the FSA representatives on CAC vote against releasing this information on a student without the written authorization of the student (which could be solicited on the registration form).

5. Report from Joint Professional Development Committee

The next meeting will examine a proposal to give each member of the bargaining unit equal access to PD funds and time.

Contrary to reports at the January 27 general meeting, regular PD funds are not exhausted.

Next Meeting: Executive Meeting, February 17

Acronyms Update . . .

Thanks to Betty Harris for catching some 'glitches' in our list of Acronyms in the last Newsletter.

The list of acronyms in your December Newsletter is a great idea. May I suggest a bit of updating, though:

Internal

DLRC - cross off, "+ Institutional Research". I haven't been that for years now.

DPFS - I believe that position no longer exists.

EPC - disbanded. It and OFC replaced by "meetings of the whole" of the Board.

MG - also includes Bursar and Associate Dean of Continuing Education.

OFC - disbanded.

SAC - joint management/FSA committees...

Government

MAEJT - Ministry of Advanced Education and Job Training (our Ministry)

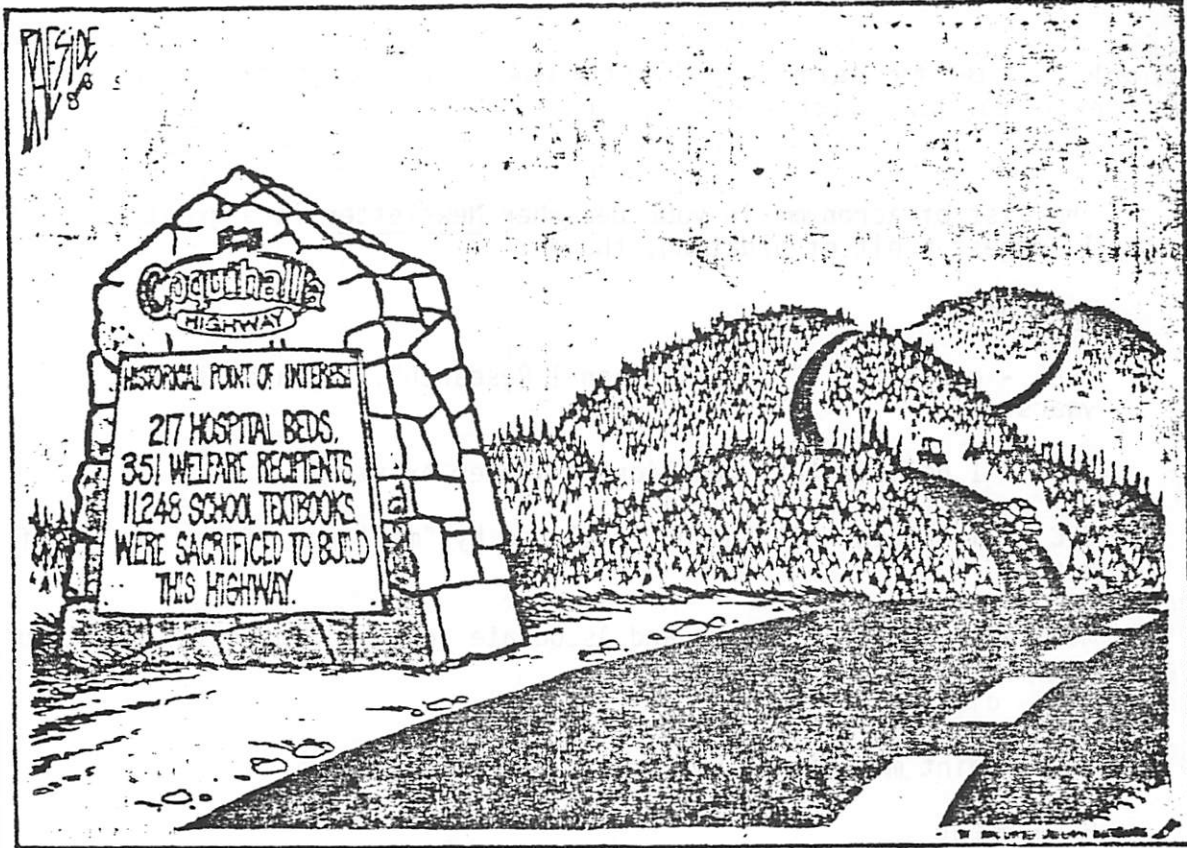
External

CPSLD - Council of Post-Secondary Library Directors of B.C.

CoP - Council of College and Institute Principals of B.C.

OLI - ...via correspondence, TV and telephone tutor.

CLIPS & COMMENTS



THE PEACE ARCH NEWS, SATURDAY, OCTOBER 10, 1987

Submitted by: Betty Harris

Workers Rights

The privacy issue is heating up higher and higher these days, and taking many different forms. In California, Governor Deukmejian vetoed Tom Hayden's bill banning the use of subliminal messages on computer screens. Yes, it really is happening--messages such as "keep working" and "you're not working as fast as the person next to you" are actually being flashed onto terminals so fast that the worker's conscious mind does not notice them but the subconscious mind does. Hayden (the name may sound familiar to you from the Chicago Seven days or as Jane Fonda's husband) says he will reintroduce the legislation.

Meanwhile, in the past month alone, I've had six different cab drivers who have related tales of quitting jobs as data entry people when they found their terminals and keystrokes were being monitored on a minute-to-minute basis. One fellow told me he quit in disgust when called on the carpet for an inactive terminal--he had to use the men's room, and his break wasn't due for another 15 minutes. What in heck's going on here?

from: PC Report 7:1, Jan. 1988
submitted by: Paul Herman



Hang in there...

"Negotiation Time"
submitted by:
Varlene MacLeod